

1<sup>st</sup>DIBS**1stDibs.com**

Subsidiaries: Skybox Innovations, LLC, 1stdibs Design Manager, Inc.  
 Locations: New York (HQ)  
 Industries: Capital Goods

**RISK LEVEL:****Lower Risk****DESCRIPTION:**

1stDibs.com is Lower Risk. The company does not yield to political activism in shaping corporate governance, preventing initiatives that potentially alienate consumers, divide employees, and harm shareholders. The company implements race and identity-based policies that replace merit, excellence, and integrity with preferential treatment and outcomes. Overall, the company does not embrace corporate initiatives that redirect its central focus from business goals to partisan policies and divisive issues. This approach protects free exercise, free speech, and free enterprise.

**Corporate Weaponization**

**Has canceled customers, suppliers, or vendors due to their political views or religious beliefs OR corporately boycotts, divests, or sanctions regions, people groups, or industries.** **Lower Risk**

*1stDibs has not publicly canceled customers, suppliers, or vendors based on political views or religious beliefs [\(1\)](#).*

**Charitable giving (including employee matching programs) policies or practices discriminate against charitable organizations based on views or religious beliefs.** **Lower Risk**

*1stDibs does not appear to discriminate against charitable organizations based on views or beliefs. The company's charitable giving focus areas are black design and educational institutions in the design world [\(1\)](#).*

**Employment policies fail to protect against viewpoint or other discrimination and/or are ideological in nature.** **High Risk**

*1stDibs appears to prioritize diversity over merit in its recruitment and hiring. From its Careers page: "We are committed to attracting and retaining the best talent, and to fostering an environment where all can contribute meaningfully" [\(1\)](#). The company does not provide viewpoint protections for its employees [\(2\)](#).*

**Corporate Governance and Public Policy**

**Uses corporate reputation to support causes, organizations, or policies hostile to freedom of expression.** **Medium Risk**

*1stDibs supports DEI within its business practices. From its Careers page: "1stDibs' core purpose, to enrich lives with the*

extraordinary by connecting design lovers across the globe, can only be achieved when diversity, equity, inclusivity and a sense of belonging are central to our values" [\(1\)](#). Otherwise, there are no publicly known cases of the company using its reputation to advance ideological causes or policies [\(2\)](#).

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**Uses corporate funds to advance ideological causes, organizations, or policies hostile to freedom of expression. Lower Risk**

*1stDibs has not used corporate funds to advance ideological causes, organizations, or policies [\(1\)](#).*

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**Uses corporate political actions and/or financial contributions for ideological, non-business purposes. N/A**

*1stDibs does not operate a PAC or engage in lobbying at this time [\(1\)](#)[\(2\)](#)[\(3\)](#).*

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